**HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN STRES KERJAPADA GURU SMA NEGERI 7 DI KOTA TANGERANG SELATAN**

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# **ABSTRAK**

Banyaknya perubahan yang terjadi akibat COVID-19 ini, termasuknya adalah kegiatan belajar mengajar. Demi meminimilasirkan penyerbaran virus COVID-19, pada awal tahun 2020 pembelajaran secara tatap muka pun digantikan dengan pembelajaran secara online atau dalam jaringan (daring). Namun, sejak 6 April 2022 Dinas Pendidikan menyatakan mengenai pelaksanaan Pembelajaran Tatap Muka (PTM) 100% dikarenakan penularan COVID-19 yang jauh lebih aman. Adanya perubahan-perubahan sistem pembelajaran ini menjadi beban kerja tersendiri bagi seorang guru yang dapat menimbulkan stres kerja bagi seorang guru. Pada situasi tersebut, sekolah sendiri harus mengetahui dan mengerti kondisi gurunya di mana hal ini dapat menumbuhkan persepsi guru bahwa sekolah mendukung guru. Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan stres kerja pada guru SMA Negeri 7 Kota Tangerang Selatan. Populasi dan sampel subjek berjumlah 36 guru dan menggunakan teknik *sampling* jenuh. Alat ukur yang digunakan dalam penelitian ini adalah *Skala Perceived Organizational Support* (23 aitem; α = 0.93dan Skala Stres Kerja (28 aitem; α = 0.92. Analisis non parametrik *Spearman’s Rho* menunjukkan bahwa hubungan antara *perceived organizational support* dan intensi stres kerja berisfat negatif dan signifikan (*r*xy = -.549, *p*=0.001). Semakin tinggi *perceived organizational support* maka semakin rendahstres kerja. Begitu pula sebaliknya, semakin rendah *perceived organizational support*, maka semakin tinggi stres kerja.

***Kata kunci:*** *perceived organizational support*, stres kerja, guru

**THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORK STRESS ON TEACHERS AT SMA NEGERI 7 OF SOUTH TANGERANG**

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# **ABSTRACT**

COVID-19 has resulted in numerous changes, including teaching and learning activities. At the beginning of 2020, face-to-face learning was replaced with online learning to minimize the spread of the COVID-19 virus. However, as of 6th April 2022, the Department of Education stated the implementation of 100% Face-to-Face Learning (PTM) since it is considerably safer for the transmission of COVID-19. Those changes to the learning system become a separate workload for teachers, which can lead to work stress for them. In this case, the school must be aware of and understand the teachers' conditions to foster the teacher's perception that the school supports them. This study aims to determine the relationship between perceived organizational support and work stress on teachers at SMA Negeri 7 of South Tangerang. The population and sample subjects were 36 teachers using a saturation sampling technique. The measurement tools used in this study were the Perceived Organizational Support Scale (23 items; α = 0.93) and the Work Stress Scale (28 items; α = 0.92). The Spearman's Rho non-parametric analysis showed a negative and significant (*r*xy = -.549, *p*=0.001) relationship between perceived organizational support and work stress intentions. The higher the perceived organizational support, the lower the work stress, and vice versa; the lower the perceived organizational support, the higher the work stress.

**Keywords:** perceived organizational support, work stress, teachers.